



Human Rights Commission Minutes

Date: Wednesday, March 16, 2022

Time: 8:00 PM - 10:00 PM

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy In the interests of preventing abuse of video conferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:

<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Co-Chair Carney, Co-Chair Soneja, Commissioners Minton, Bauer, Carey, Brown, Pusey, Jolin, Haynes, Horowitz, Grossman, Rogers, Beauchemin

Absent: Commissioner Horowitz

DEI Office: Jillian Harvey

Intern: Sophie Schaedel

Community Members: Captain Flynn, Rebecca Gruber, Jennifer Susse, Elizabeth Dray, Susan Ryan-Vollmar, Amos Meeks, Ezra Fischer

Minutes

1. Remote Meeting Notice and Land Acknowledgement (5 min) - Co-Chair Soneja
2. Review of Minutes (2 min)
 - a. 2a - 'next' repeats, remove one instance
 - b. 5ai - edit to Heterogeneous Grouping Initiative and remove intellectual, replace with learning abilities
 - c. Motion to approve as amended by Commissioner Brown, seconded by

Commissioner Grossman - passed with 1 abstention (Commissioner Rogers)

3. Welcome Commissioner Crystal Beauchemin (1 min)
4. Remote Participation Study Committee-Jennifer Susse (15 min)
 - a. Proposal for Pilot hybrid participation of commissions that are interested
 - b. Executive Order expires on June 15th
 - c. 6-8 months based on when ready to start
 - d. 2 check ins (3 month mark & 6 month mark)
 - e. Possible start in June (Rooms might not be ready) & (Has not been fully approved)
 - f. More information coming for meeting on April 20th
 - g. Discussion:
 - i. Allows for increased participation by community members
 - ii. Concerns about technology shutting down - limited time to conduct meetings - how much time will be taken up learning the tech?
 - iii. What, if any legal ramifications are there to consider?
5. Warrant Article Review (30 min)
 - a. Article 11 Bylaw Amendment/Domestic Partnerships: Amos Meeks
 - i. Current Domestic Partnership bylaws state:
 1. They have made a commitment of mutual support and caring for their domestic partners;
 2. They reside together and intend to do so indefinitely;
 3. They share basic living expenses;
 4. They are at least eighteen (18) years of age;
 5. They are competent to enter into a contract; and
 6. They are not married to anyone or related to each other by blood closer than would bar marriage in the Commonwealth of Massachusetts.
 - ii. Proposal:
 1. Remove requirements (2) and (3), and to remove the requirement not to be married to anyone from (6)
 - iii. Discussion:
 1. Question: Is one allowed to be in more than one marriage?
 2. Rainbow Commission supports this article - the current bylaw is a recognition of partnerships without marriage however are limited in its scope
 3. Is it possible to be married and in a domestic partnership? - No
 4. Currently rights within a domestic partnership are not the same as a marriage
 5. Vote at April meeting to endorse
 - b. Article 13 Bylaw Amendment/Prohibit The Use of Facial Surveillance: Ezra Fischer
 - i. Seeking to ban Facial Surveillance in Arlington - Prevents town to use this information
 - ii. Town of Arlington currently uses footage from 400+ cameras in town to identify people without the use of facial recognition software
 - iii. Prevents the town from making their own facial surveillance information
 - iv. We are allow to use our 4th amendment to deny someone to see our ID -

Facial recognition will break this apart because we will no longer be asked in the same way

- v. Use of facial recognition technology has been banned in Brookline, Somerville, and Boston
 - vi. According to the Town Manager and Chief of Police this technology has never been used in Arlington and there are no plans at the moment to implement it.
 - vii. Discussion:
 - 1. The passing of the article does not prevent private use (ie - commerce, etc.) of facial recognition from being used in Arlington
 - 2. Current facial recognition technology has not been refined enough to be reliable
 - 3. Decision will be made at the April meeting
- c. Article 75 Resolution/Commitment To Increase Diversity in Town Appointments: Elizabeth Dray
- i. Resolution to increase diversity in town appointments within Arlington in terms of race, sexual identity, age, disabilities, ownership vs. rentership, immigrant status, etc.
 - ii. Discussion:
 - 1. Original idea was to create a committee however this would violate the Town Manager Act
 - 2. This resolution would elevate Arlington's commitment to diversity, equity and inclusion. It asks appointing authorities to center diverse experiences, perspectives and ideas, to engage in more equitable outreach and to intentionally create space for people from typically underrepresented groups. This resolution should be considered a tool to make our public bodies more accurately reflect the diversity of Arlington residents
 - 3. Consider including resources to help increase diversity in town commissions - Idea to speak with other town commissions to see what works and what does not work in terms of recruitment
 - 4. Vote on in April meeting
- d. Article 8 Bylaw Amendment/Civilian Police Advisory Commission: Kathy Rogers
- i. Focused on an alternative mechanism to report incidents with policing
 - ii. Public opportunities to provide feedback on police personal
 - iii. AHRC will have the opportunity to participate on this new commission
 - iv. Opportunity to bring something new to our town "Good to great" in our police department
 - v. Discussion:
 - 1. Listening session resulted in most complaints coming from residents that are Black, Asian, have disabilities, and part of the LGBTQ community
 - 2. Possibility to improve relationship between the town and the police department - Not simply a complaint forum
 - 3. Vote on in April meeting
- e. Article 6: Bylaw Amendment/Updating Human Rights Commission Bylaw (No vote needed on this item)
- i. Has been reviewed by Doug Heim

6. Incidents & Complaints (5 min) Commissioners Jolin & Soneja
 - a. No reported incidents since last meeting
7. Working Group Q&A (15 min)
 - a. Schools and Education
 - i. Letter in support of Heterogeneous Group sent to the School Committee
 - ii. Rajeev hoping to speak at a school committee meeting at some point in the future
 - iii. Superintendent interested in working on the advancements with the Genocide Bill that passed through legislation
 - b. Outreach/Events
 - i. Reviewed the three community conversations coming up:
 1. BLM
 2. IPD - opportunity to work with City of Newton
 3. Juneteenth
 - ii. Offering signs in May or June
 - iii. Rajeev talking with the organizers in Newton about organizing
 - iv. Opportunity to participate in a traveling tour of the Arlington Black History Banners
 - c. Communications
 - i. Considering creating a new MailChimp account in order to continue activities
8. DEI Division updates- Jillian (10 Min)
 - a. The two new positions have been posted
 - b. Planning to have selected by the end of April
 - c. AAPI heritage month starting in May - Planning for that will start
9. Co-chair Report (5 min)
 - a. Meeting with APD Chief
 - i. Added additional social worker (APD)
 - ii. Hiring a Recovery Coach
 - iii. Minor incidents - There are now online forms
 - b. Meeting with Town Manager
 - i. Announced resignation? (Not sure I heard that right)
 - ii. Budget approved at town meeting
 - c. Co-Chairs
 - i. Rainbow commission is planning for June Pride Month
 - ii. AHS GSA is doing a fundraiser by selling t shirts - Link is on the facebook page
10. MAHRC – Commission Rogers (1 min)
11. Community Input (15 Min)
 - a. No input
12. Statement on Ukraine (15 Min) Vote Needed
 - a. Joint statement helped to develop a comprehensive and supportive statement
 - b. Addition: to include updated number of refugees
 - c. Motion to approve and release statement as amended by Commissioner Brown,

seconded by Commissioner Carey - Approved unanimously

13. Announcements (1 min)

- a. **March 17: 7pm virtual event:** Friends of the Robbins Library panel discussion with AHRC Commissioners
- b. **Virtual Candidates Night March 23, 2022** (submit questions by March 12, 2022) <https://www.arlingtonma.gov/Home/Components/Calendar/Event/29152/18>
- c. **Town Election Saturday, April 2, 2022:** <https://www.arlingtonma.gov/town-governance/elections-voting>
- d. Incident Handling
 - i. April – Commissioner Carey
 - ii. May – Commissioner Brown

14. Motion to Adjournment by Commissioner Pusey and seconded by Bauer - passed unanimously

Next meeting: April 13, 2022, 8:00 pm, Remote Participation

Anyone needing accessibility information or other assistance to attend this meeting should contact Jillian Harvey, jharvey@town.arlington.ma.us. This meeting is open to all interested individuals.